

Matrix for a Role and Contribution Based Classification System

FACTORS	CONTRIBUTION					
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6
Knowledge	<p>Contributes through performance of routine/repetitive tasks and activities</p>	<p>Contributes through support, using established processes, methods, and systems</p>	<p>Contributes through substantive experience, collaboration, problem resolution</p>	<p>Contributes through advanced knowledge, skill, expertise</p>	<p>Contributes through implementation of strategic direction</p>	<p>Contributes through setting of strategic direction</p>
Problem Solving						
Impact						
Interpersonal Skills						
Supervisory Responsibility						
Mission/Service Orientation						
Teaming Skills						
Innovation						
Managing Change						
				<p>Administrative/Technical Professionals < 8 SALARY RANGES ></p> <p>Academic/Clinical/Research Professionals < 10 SALARY RANGES ></p>		
						<p>Leadership < 10 SALARY RANGES ></p>